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1 IN RE: The application of Scott Weller

2 TITLE OF THE INVENTION

3 Method And System For Assigning And Distributing Work Over A Computer
4 Network

5 CROSS REFERENCE TO RELATED APPLICATIONS

6 This patent application claims priority under U.S. Provisional Application No.
7 60/181,740, filed February 11, 2000.

8 STATEMENT REGARDING FEDERALLY SPONSORED RESEARCH AND
9 DEVELOPMENT

10 Not Applicable

11 BACKGROUND OF THE INVENTION

12 Field of the invention

13 The invention relates to a method and system for assigning and distributing
14 work over a computer network, and, more particularly, to assigning work from a
15 requesting customer to pre-qualified independent contractors/agents, providing the
16 prequalified independent contractors/agents with a profile of the work product, and
17 returning a completed work product to the customer through an internet database
18 accessed through a customizable interface.

19 2. Description of the Related Art

20 For a variety of reasons, many businesses have a need for an external work force.
21 In some situations, the business lacks a particular expertise and seeks out a consultant

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1 or another with the particular expertise has the external workforce to satisfy the current
2 need. In a production oriented or data collection environment, many businesses have
3 peaks in their workloads, which they address by tapping into the external workforce to
4 avoid permanently increasing their internal workforce. Some business philosophies are
5 based on minimizing the internal workforce and relying solely on an external workforce
6 to minimize or eliminate the administration inherent with an internal workforce. In
7 times of low unemployment, many businesses must use outside workers for economies
8 of scale. Regardless of the reasons, businesses more frequently turn to external
9 workforce to satisfy their ongoing, long-term, and short-term business needs.

10 The reliance on external workforce can have problems. Some of the major
11 problems encountered by business when relying on an external workforce are:
12 obtaining an external workforce with the proper skills, insuring the quality of the
13 external workforce, obtaining the needed quantity, and providing unified national
14 network of the external workforce. Businesses often have no choice but to spend a great
15 deal of resources to find a suitable external workforce for a particular project. The more
16 resource required to find a suitably skilled external work force, reduces the benefit to
17 the business of using an external workforce.

18 The increased importance of quality of life has generated an often overlooked
19 and untapped external workforce of highly skilled and highly competent workers who
20 shop their skills as agents, independent contractors, part-time employees, and project-
21 basis employees. These workers, stay at home parent and retired professions typically

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1 require a greater degree of control over their time commitments than those employed in
2 more conventional business settings.

3 Many of these workers shop their skills to business through temporary agencies
4 or through consulting firms. Unfortunately, the temporary agencies and consulting
5 firms still face substantial barriers in aligning the workers with the proper skills to the
6 business and desire of those skills and providing the necessary quantity of workers.

7 Many of these barriers are geographical and communication based. It is unlikely and
8 almost process prohibitive for a business to contact multiple individuals or consulting
9 agencies throughout the country and select from them an external workforce having the
10 desired skill and in the desired quantity, especially when the desired external workforce
11 must be highly skilled.

12 One solution to the problem of overcoming the barriers to aligning a suitably
13 skilled external workforce with a particular business can be found in an Internet based
14 approach at the website freeagent.com. Freeagent.com receives work assignments from
15 various customers who provide a detail skill requirement for the work assignment.

16 Freeagent.com attempts to match the work assignment and its required skills with a
17 database of agents having a known skill set. If a suitable match is found, the business
18 and the agent are introduced and left to their own to resolve the parameters of their
19 working relationship, independent of freeagent.com. If there are multiple suitable
20 independent contractors, each can sign up for the same work task. The client shoulders
21 the burden of interviewing and selecting from the multiple agents. The work product is

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1 distributed between the business and the agent, is passed directly between the business
2 and the agent, and is not distributed through the freeagent.com database or system. In
3 essence, the freeagent.com system merely brings together or matches a suitably skilled
4 agent with a business, much like an electronic temporary agency. In many types of
5 business, such as telemarketing, sales and consumer surveys, it is highly desired for the
6 work product to be handled through a centralized location where the business is not
7 only matched with an appropriate external workforce, but the work product is
8 distributed through a centralized control point to compile the collective work product
9 of one or more agents along with insuring the timely completion of the project without
10 adding additional burden to the business requesting the external workforce.

BRIEF SUMMARY OF THE INVENTION

12 The invention addresses the problems of aligning a properly skilled external
13 work force with a particular business and its current workflow task while maintaining
14 control and quality insurance over the work product created for the business by the
15 external workforce. The invention relates to a method and system for assigning and
16 distributing work over a computer network from a business customer having a
17 particular task that requires a particular skill set, matching that to one or more agents
18 over a computer network, and collecting and assimilating the at least a portion of the
19 final work product for retrieval by the customer.

20 The customer and agent access the task and completed projects through an
21 information center. The information center receives the task from the customer and

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1 informs a suitable agent of the task. Once the task is properly staffed by accepting
2 agents, the task is made unavailable to other suitable agents. The agents complete the
3 task and distribute their work product to the customer through the information center

4 The distribution and control of the task for multiple agents within the network

5 provide a workflow supply and demand method of task allocation that agents can
6 accept or deny potential tasks for completion and reporting. The control to find a
7 suitable agent is the responsibility of the information center based on the task profile.

8 The task management distribution system permits qualified agents the means to accept
9 the terms of the posted task. Once a task is accepted by the viewing agent, the other
10 qualified agents will not be able to accept the same task. The customers that posted the
11 task do not have to resource against interviewing and sustaining paper work on the
12 independent contractors.

13 Multiple qualified agents can review the task, creating competition to accept the
14 task for near real-time results. The acceptance competition will create a task
15 distribution market. Agents can pursue accepting and retrieving the posted tasks that
16 meet the needs of their schedules. Account status for and billing with proper
17 identification for both the customer and agent. Billing and payments will occur after
18 the task is completed.

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1 BRIEF DESCRIPTION OF THE DRAWINGS

2 Figure 1 is a schematic representation of the method and system for assigning
3 and distributing work over a computer network comprising a customer pool and agent
4 pool connected to an information center.

5 Figure 2 is a schematic representation of an Internet-based implementation of the
6 system of Figure 1.

7 Figure 3 is a schematic representation of the database and interface components
8 of the information center of Figure 1.

9 Figure 4 is a flow chart illustrating the major process steps in the method and
10 system according to the invention.

11 Figure 5 is a flow chart illustration the major process steps for the acquisition of
12 agent information.

13 Figure 6 is a flow chart illustration the major process steps for the acquisition of
14 customer information.

15 Figure 7 is a flow chart illustration the major process steps for the acquisition of
16 task information.

17 Figure 8 is a flow chart illustration the major process steps for matching the agent
18 profiles with a particular task profile.

19 Figure 9 is a flow chart illustration the major process steps for agents acceptance
20 of a task.

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Figure 10 is a flow chart illustration the major process steps for distributing the material for completing the task.

Figure 11 is a flow chart illustration the major process steps for compiling the results.

DETAILED DESCRIPTION OF THE INVENTION

Figure 1, schematically illustrates the system 10 for assigning and distributing work over a computer network according to the invention. The basic components of the system 10 comprises a customer pool 12 and a workforce pool 14 that are networked together through a information center 16 used to control information center of the work product 16. The customer and workforce pools 12, 14 are bi-directionally connected to the information center 16 by input connections 18, 20 and output connections 22, 24, respectively. The input connections 18, 20 permit the customer pool 12 and workforce pool 14 to send data to information center. Similarly, the output connections 22, 24 permit communication from the information center 16 to the customer and workforce pools 12, 14.

It is contemplated that the customer pool 12 will comprise one or more customers who have one or more tasks that the customer desires to be completed by an external workforce. The customers can include any type of business from large corporations to individuals.

The workforce pool 14 includes one or more agents with a particular skill set and of a known quality. The agents can be individuals or groups of individuals. It is

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1 preferred that the agents be unaffiliated individuals and have an independent
2 contractor relationship of the information center. These independent contractors will be
3 knowledgeable within different work task categories.

4 An overview of the operation of the system 10 will be helpful prior to a more
5 detailed description. Each of the customers in the customer pool 12 inputs a customer
6 profile to the information center 16 through the input connection 18. The customer
7 profile contains relevant information that includes, but is not limited to, customer name,
8 business type, contact information, and financial information. The customer profile can
9 also include information provided from the information center submitted by others
10 than the customer. For each task, a customer inputs a task profile to the information
11 center 16. The task profile includes but is not limited to; task name, task deadline, task
12 description, agent skill requirements, pay requirements, and attached materials needed
13 to complete the task.

14 Each of the agents in the workforce pool 14 input an agent profile into the data
15 collection in distribution hub 16. The agent profile includes relevant agent information,
16 including, but not limited to, name, contact information, skill set, work history, and
17 performance reviews. The agent profile can also include information provided by the
18 information center 16, for example, performance reviews by a previous customer.

19 To initiate the completion of a task, a customer in the customer pool 12 fills out a
20 task profile and inputs it into the information center 16 through input connection 18.
21 The task profile is compared with all available agent profiles to determine suitable

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1 matches in the required skill set. The task is communicated to the matching agents,
2 preferably by making the task profile available for viewing by the suitable agents
3 through customizable interface at the information center 16. The information center can
4 also distribute the task for a variety of reasons such as workload, timing, geographical
5 area, and authorization. The task can also be communicated to the suitable agents by
6 other methods such as sending an e-mail, or ringing a beeper, for example. The various
7 methods of communicating the task to the suitable agents are not necessary exclusive.

8 Once the task is communicated to the matched agents, the agents can then accept
9 and/or deny the task by inputting the acceptance or denial to the information center 16.
10 If the agent accepts the task, then the information center 16 communicates to the
11 remaining suitable agents the change in status of the availability of the task and
12 distributes all necessary materials including templates and forms to the accepting agent
13 for initiation of the task. Once an agent pulls the task, the terms of the contract are
14 solidified. Since multiple qualified agents are cleared by the information center to
15 retrieve the task, the present invention will promote agent competition for the posted
16 task. A market place task pulling competition will result for best jobs. The
17 communication to the nonaccepting agents can be done in the same manner as
18 communicating the availability of the task. For example, the task can be removed from
19 the user interface residing on the information center 16 inaccessible by the workforce
20 pool 14, by e-mail, pager, or beeper. As the accepting agent completes portions of, or
21 the entire task, the completed portions and task are inputted into the information center

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1 by the agent. The input of the completed task and any sub-portions can be
2 accomplished in many different ways. For example, the accepted agent can upload
3 electronic files to the information center for subsequent retrieval by the customer. The
4 accepted agent could complete a form residing on the information center 16. Once the
5 accepted agent has completed a portion of or the entire task, the completion is
6 communicated to the customer, who can then access and/or retrieve the completed task
7 or task portions as the case may be.

8 Figure 2 illustrates a preferred implementation of the system 10 for assigning and
9 distributing work over a computer network. The customer pool 12 comprises multiple
10 customer terminals 30 each connected to an internet server 32, which is connected to a
11 web server 34 in the information center 16 containing multiple databases and a user
12 interface. In a similar manner, the work force pool 14 comprises multiple agent
13 terminals 36 connected to an Internet server 32, which is connected to the web server 34.

14 It is worth noting that the customer and agent terminals 30, 36 and the web
15 server 34 can be a single computer or a network of computers all connected to the
16 Internet servers 32. The connection between the customer and agent terminals 30, 36,
17 web server to the Internet server can be any suitable connection, such as a dial-up
18 connection with a modem and a direct connection. The connection between the Internet
19 server and the web server 34 is preferably a continuous connection.

20 The customer and agent terminals 30, 36 will run a suitable software for
21 accessing the databases on the web server 34. Preferably, the customer and agent

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1 terminals 30, 36 each use a web browser capable of reading web pages, preferably in an
2 html format. Similarly, the user interface and databases on the web server 34 preferably
3 are accessible to and can be queried by the web browsers. The web server can include
4 active server pages, permitting the real time updating of the information from the
5 databases to either the customer or agent terminals 30, 36.

6 It should be noted that although the preferred implementation of the system 10 is
7 an internet-based system, it is within the scope of the invention for the implementation
8 to be conducted on a traditional computer network, such as a local area network (LAN)
9 or a wide area network (WAN). Also, the system could be implemented on a stand-
10 alone computer housing a web server with all of the customer and agents connecting
11 through direct dial-up access.

12 Referring now to Figure 3, the structure of the databases for the web server 34 of
13 the information center is schematically illustrated. The web server 34 preferably
14 comprises a customer profile database 40 in which is stored all of the customer profile
15 information. Similarly, an agent profile database 42 stores all of the agent profile
16 information. A task profile database 44 stores all of the relevant task information
17 needed to match a particular task with a particular agent. An optional potential agent
18 profile database 46 can be provided to store profile information for agents who have not
19 been screened.

20 A task materials database 48 stores various materials related or necessary to
21 completing a particular task. For example, the task materials database can include a

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1 script and corresponding instructions for a telemarketing task, blank forms for a survey
2 task, along with contact lists and any other type of information needed to complete a
3 task. A task product database 50 is provided for storing the portions of or an entire
4 completed task.

5 The web server also includes a time keeping database 52 and an accounting and
6 billing database 54, which are used by the information center for tracking the agents
7 time and billing the customer for the work. Many other traditional back-office
8 applications can be stored on the web server.

9 A customizable user interface 60 permits the customers and agents to access the
10 relevant portions of the various databases contained on the web server. Preferably, the
11 interface 60 is an encrypted and password protected web site requiring a user ID to
12 logon. The requirement for the customers and agents to have a logon ID and preferably
13 a combination of a log on ID and password permits the interface 60 to be customized for
14 a particular customer or agent with specific information relevant to that particular
15 customer or agent.

16 The interface 60 provides for a particular customer or agent to access data related
17 to current tasks, new tasks, and previous tasks for the particular agent or customer. The
18 interface is also used for new customers and new agents to fill out the appropriate
19 customer profile, agent profile, and task profile.

20 Figure 4 illustrates the major process steps in implementing the task assignment
21 and distribution system 10. Initially, the relevant agent and customer information is

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1 collected and stored in the corresponding customer and agent profile databases 40, 42 at
2 steps 80, 82. The agent and customer information input steps can include updating
3 information on current agents and customers. Preferably, the agent and customer input
4 steps include an acceptance or confirmation step in which the skills and quality of the
5 agent are confirmed and the reputation and financial background of the customer are
6 confirmed

7 The agent and customer profiles are filled out through the interface 60.

8 Preferably, the interface includes multiple forms requiring agent or customer input
9 responsive to multiple questions, with each of the questions pertaining to the relevant
10 parameters for the agent or customer as the case may be. The forms are preferably web-
11 based forms linked to the appropriate database so that the information supplied on the
12 form when submitted is written to the appropriate database.

13 The methods of programming internet-based database forms for inputting data
14 into an Internet database are well-known and available to one of ordinary skill in the
15 art. The particular method is not of great importance to the invention and will not be
16 described in detail for this step or any other.

17 Once the customer information is acquired in step 82, the customer can then
18 input or upload a task to the information center16 in step 84. The task information is
19 preferably completed by completing a form containing the desired and necessary task
20 information. The completed task form is saved to the task profile database 44 as a
21 unique task profile.

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1 Upon the completion of the task profile, the agent profile information and task
2 profile information are compared for matches in step 86, especially a match in the
3 required skills for the task and the skills of the agent. The task is communicated to all of
4 the matching agents through the interface 60 or by any other suitable means. Each
5 matching agent has the opportunity to accept the task in step 88. Once an agent accepts
6 a task, the task profile database is updated and subsequent agents are not permitted to
7 accept the task, unless the task requires multiple agents.

8 Once an agent has accepted the task, the corresponding task materials are
9 distributed to the agent in step 90. The agent then uses the task materials to complete a
10 portion or the entire task. As the task is being completed by the agent, the task product
11 is compiled in step 92 and made accessible to the customer, preferably through the
12 interface 60. If a task were split between multiple agents from the same manufacturer,
13 the results via the task code would be consolidated within a customer report.

14 When the task is fully completed, the customer is billed for the agent services in
15 step 94 by the information center 16 and the agent is paid by the information center 16
16 at step 96 upon receipt of payment by the information center 16.

17 Each of the major steps of Figure 4 is described in detail in FIGS. 5-11. Figure 5
18 illustrates the major steps of the acquisition of the agent information 80. Initially, a
19 determination is made if the agent is a new agent or a current agent. In the case of a
20 new agent, the new agent is required to fill out a new agent profile 102. The completed
21 new agent profile is then subject to a qualifying review 104 to ensure the quality of the

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1 new agent. If the new agent does not qualify, the new agent profile is discarded 108. If
2 the new agent is qualified, the new agent profile is saved 112.

3 If it turns out that the individual is not a new agent, the agent's profile is
4 retrieved 110 and the agent is permitted to update his profile. The updated profile is
5 then saved 112. Although not shown, it is an option that the updated profile may be
6 subject to a re-qualification in the same enter as a new agent profile.

7 The acquiring of the agent information 80 is preferably accomplished through
8 the interface 60. The determination of whether or not the individual is a new agent 100
9 is accomplished by the individual accessing a web page on the web server 34 that can
10 have a new agent hypertext link and/or a login form. If the individual goes to the new
11 agent link or tries to enter the logon with an invalid logon or password, it can be
12 assumed that the individual is a new agent and they are directed to a new agent profile
13 web page form than can be filled out to complete the new agent profile 102. When the
14 new agent web page form is completed and submitted, it is saved in the agent profile
15 database 42. Alternatively, the new agent profile could be saved in the potential agent
16 profile database until the individual is qualified. Upon qualification, the new agent
17 profile would then be moved from the potential agent profile database 46 to the agent
18 profile database 42.

19 In either case, if the new agent is not qualified, the new agent profile will be
20 removed from the agent profile database 42. Optionally, the unqualified new agent

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1 profile can be left in the potential agent profile database 46. The unqualified new agent
2 is then informed of their status, preferably by e-mail.

3 The qualifying of new agents 104 can take on many forms. The qualifying step
4 will typically include confirmation of the new agent's professional licenses, educational
5 background and skill set as identified in the new agent profile. The qualifying step 104
6 may also include requiring the agent to take various standardized tests, which may
7 be conducted online through the interface or at an offline testing center. The type and
8 manner of qualification can depend on the particular skill set identified by the new
9 agent.

10 Returning to the new agent determination 100, if it is determined that the
11 individual is not a new agent, preferably by the individual entering the interface 60
12 with a valid logon I.D. and password if required, the agent is directed to a new web
13 page containing their previously completed agent profile that is retrieved from the
14 agent profile database 42. The agent can then alter any of the information on the agent
15 profile. Upon completion of the update to the agent profile, the updated agent profile
16 form is saved to the agent profile database 42.

17 It is worth noting that in the preferred model, the agents are employees of the
18 information center 16. Therefore, to effect the employee/employer relationship, the
19 new agent profile may include an employment agreement along with the terms and
20 conditions of employment. Alternatively, an additional step to qualifying the new

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1 agent would be to distribute employment forms to the new agent for the new agent's
2 execution and return to the information center.

3 Figure 6 illustrates the major steps in acquiring customer information 82, which
4 closely parallels the steps of acquiring the agent information. Initially, a determination
5 is made whether or not the customer is a new customer 120. If it is a new customer, the
6 new customer is directed to fill out the new customer profile 122 that is subject to
7 qualification at step 124. If the customer is not qualified at 126, the new customer
8 profile is discarded 128 and the potential new customer is informed. If the new
9 customer is qualified, the new customer profile is saved to the customer profile
10 database 40.

11 If the customer is not a new customer, the customer's profile is retrieved at 130
12 and the customer is permitted to update the customer profile information. The updated
13 customer profile information is then saved 132 to the customer profile database 40.

14 As with the acquisition of the agent information, the acquisition of the customer
15 information is preferably obtained by the customer or potential customer accessing the
16 interface 60. The new customer determination 120 is made by the new customer
17 checking a new customer link on the customer logon web page or entering an invalid
18 logon I.D. in the logon I.D. form. The new customer is then directed to a new web page
19 containing a form for new customer information, which is submitted for qualification at
20 124. If the customer is not new, the valid logon I.D. is used to retrieve the customer
21 profile from the customer profile database 40 and display it on the interface 60 where

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1 the customer can update the customer profile information as desired. The updated
2 customer profile form is then saved to the customer profile database 40.

3 The qualification steps for a new customer are typical for any business. A new
4 customer's financial history and credit worthiness may be checked along with the
5 reputation of the new customer. The qualification step may also be applied as desired
6 to an updated customer profile.

7 Figure 7 illustrates the major steps in acquiring task information 84. Initially, a
8 determination is made if the task is a new task 140. If the task is new, a new task profile
9 is completed at 142 by the customer. The new task profile is then saved to the task
10 profile database 44 for subsequent display on the interface 60. If the task is not new, the
11 task is retrieved from the task profile database 44, where the user can alter any of the
12 task profile parameters. Once the task profile is updated, it is saved to the task profile
13 database 46.

14 To acquire the task information 84, it is preferred that the customer first logon to
15 the information center 16 through the interface 60 by using a valid logon I.D. The
16 interface 60 will present the customer with a new task link or an update task link.
17 Instead of an update task link, the interface 60 can disclose links to all of the current
18 tasks for a particular customer, and the customer need only select the task that needs
19 updating. If the customer selects the new task link, the customer is redirected to a new
20 task profile form on a different web page. Once the customer completes the new task

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1 profile form and submits it, the task profile is saved to the task profile database 44,
2 where it is subject to the agent matching process at step 86.

3 If the update task link is selected, the customer is directed to a new web page of
4 the customer's current tasks. The customer can then select the desired task for
5 updating, which retrieves the task profile information from the task profile database 44
6 and displays it in a new web page as a filled out task profile form. The customer then
7 updates the desired information and resubmits the form, which is then saved at 144 to
8 the task profile database 44.

9 Figure 8 illustrates the major steps of matching a task profile to an agent profile
10 86. The agent profile database 42 is searched for an agent whose profile information
11 matches the task profile information. In most cases, the search of the agent profile
12 database will look for an agent having the specified experience and skills listed in the
13 task profile. If one or more suitable agents are found 152, the particular task profile is
14 communicated to the matching agents 154. If no matching agent is found in the agent
15 profile database, the potential agent database 46, if used, is then searched for a match.
16 If a suitable agent is found in the potential agent profile database 46, the qualification of
17 the matching potential agent is completed 158. If the qualification can be completed,
18 the task profile is communicated to the qualified agent. If, for any reason, no suitable
19 agent is found or no potential agent can be qualified quickly enough, the lack of an
20 acceptable agent is communicated to the customer 160, who then has the option to
21 update the task to broaden the scope of suitable agents or remove the task.

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1 Alternatively, the customer could request the closest matching agent and select amongst
2 them. The search of the agent profile database and the potential agent profile database
3 for matching agents or potential agents occurs in real time and in the background while
4 the customer is connected to the information center 16 through the interface 60. The
5 communication to the customer of the lack of an acceptable match or the
6 communication to the agent of a pending task profile is preferably done through the
7 interface 60.

8 It is worth noting that it is preferred to use the interface 60 for substantially all of
9 the communication between the customer, agent, and information center. In most
10 circumstances, since the customer and agent have a particular logon I.D., the interface
11 60 can easily be customized for each customer and agent. In that manner, the interface
12 60 as viewed by a particular agent and customer will include communications relevant
13 to that customer or agent, such as the communications relating to the lack of an
14 acceptable agent or the communication of new or updated task profiles. These
15 communications can take the form of simple messages or links to more detailed
16 messages. Additionally, an e-mail can be sent directly to the customer or the agent and
17 bypass the interface 60. That said, it is possible to use both the interface 60 and the e-
18 mail as tools to ensure that the communication is made to the customer and the agent.
19 Other means of communicating are also acceptable within the scope of the invention.
20 For example, there are well-known mechanisms for using computers or e-mails to ring a
21 beeper or pager and display a suitable message or leave a suitable voice message. All of

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1 these activities can be controlled by the interface 60 in combination with the database
2 residing on the information center 16.

3 Figure 9 illustrates the major steps in the task acceptance step 88. An initial
4 check is conducted to determine if a particular task has been accepted by a suitable
5 agent at step 170. If the task is accepted by a suitable agent, the corresponding task
6 profile and agent profile are updated in the agent and task profile databases 42, 44 at
7 step 172. The acceptance is then communicated to the customer and the agent at 174.

8 If the task is not accepted, the acceptance status of the task is monitored for a
9 predetermined time that preferably corresponds to a deadline set by the customer and
10 entered into the task profile. If the deadline for acceptance passes at step 176, then a
11 determination is made at step 178 to see if the control center is authorized to increase
12 the incentive for accepting the task. Since multiple agents are viewing the task, a
13 competition to pull and complete the task will occur creating demand for the task.
14 Preferably, the authority for increasing the incentive has already been given in the task
15 profile by the customer. If authority to increase the incentive has been given, the task
16 profile will be updated accordingly and the agents will then view the new incentive
17 associated with the task. The updated task will then be communicated to the agents
18 through the task and agent matching step 86.

19 If the information center has no authority to increase the incentive, the lack of
20 acceptance is communicated to the customer at step 182. The information center may
21 also send the task to other qualified agents that have completed tasks and are ready to

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1 receive new tasks to view. An option to the communication of non-acceptance 182 to
2 the customer is to request from the customer the authority to increase or change the
3 incentive offered to the agent. If this authority is granted, then the task profile is
4 updated and redistributed to the suitable agents.

5 In most cases, the change in the incentive will be a change in the monetary
6 compensation available to a particular agent for accepting and completing a task. It is
7 within the scope of the invention for the incentive to be based on non-monetary
8 considerations. For example, a particular customer could be a manufacturer of goods
9 desired by the agent and a barter type arrangement can be established.

10 Most of the task acceptance steps are preferably conducted in the background
11 and are not viewable by either the customer or the agent through the interface 60,
12 except for the communications to the customer and agent through the interface 60 or the
13 previously discussed alternative methods. It is worth noting at this juncture that all of
14 these profiles, whether they be agent, customer, or task profiles, can contain
15 information that is not necessarily viewable through the interface 60 to the party who
16 did not enter the information. Some of the information in the profiles is used solely to
17 operate the system 10 and is not displayed in the interface 60. For example, the
18 customer's authorization to increase the incentive, the time frame for increasing the
19 incentive, and the amount of the incentive increase, is not readily available to any agent
20 when viewing a particular task profile. The information regarding the authority to
21 increase incentives is used by the system 10.

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1 Referring to Figure 10, once a task is accepted by a particular agent at step 88, the
2 materials for that particular task are then distributed to the accepting agent at step 190.
3 The distribution of the task materials can include sending the materials to the agent by
4 e-mail as embedded text or as attachments to the e-mail at step 192. Step 192 could as
5 easily be accomplished using regular U.S. postal mail depending on the circumstances.
6 In step 194, the agent is granted permission to access any task or report forms housed
7 on the database server 34, permitting the agent to complete the task by filling out forms
8 directly on the database server 34. Again, it is within the scope of the invention for the
9 agent to merely fill out traditional paper forms and send them back to the information
10 center 16.

11 To the extent that forms are used on the database server 34, these forms typically
12 will be web-based forms that can be easily filled out by the agent accessing the web
13 pages through the interface 60. The completed forms are then submitted where they are
14 saved to the task product database 50 in real time.

15 Examples of suitable task material include a telemarketing script, a customer list
16 for receiving the telephonic script, and a form for tracking the results of the telephonic
17 solicitations. These materials can be collected together as one electronic file or as
18 multiple files. Similarly, these materials could easily be an executable program sent to
19 the agent from the information center 16. The content and type of material is not
20 limiting to the invention.

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1 Referring to Figure 11, once the task materials have been distributed to the
2 accepted agent, the agent then works on the particular task and compiles the results or
3 task product 200, which can be accessed by the customer through the interface 60. The
4 steps of compiling the task product 200 can include the agent uploading completed
5 materials onto the database server 34 of the information center 16 at 202, and
6 completing and submitting forms residing on the database server 34 through the
7 interface 60 at 204. The task product database 50 is then updated at step 206. The
8 compiling of the task product preferably takes place through the interface 60 by the
9 agent either submitting completed documents electronically into the task product
10 database for retrieval by the agent. The agent can also complete the online forms,
11 which are preferably web-based, that enter the completed task information in real time
12 into the task product database 50, where the completed or partially completed task can
13 be reviewed in real time by the customer through the interface 60.

14 The completion step can also include a review step where either or both the
15 customer and agent complete a review of the other, which is then saved to the
16 particular customer or agent's profile. The feedback review ensures the continued
17 qualification of the customer's and agents.

18 After the task is completed, the customer is billed at step 94 for the task. If the
19 task is time based, the agent's time on the task is summed and billed to the customer.
20 The agent's time is preferably tracked on the particular agent's profile for that task.
21 Upon payment by the customer for a particular agent or task, the agent is then paid at

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1 step 96, preferably by electronic funds transfer. The billing and payment steps are not
2 essential to the invention and will not be described in greater detail.

3 Although the system 10 can be used for many types of tasks that require a
4 business to use external labor force, the system is particularly well-suited for tasks
5 where the external labor force generates a tangible product in real time and the
6 customer desires to see the results compiled in real time. Examples of such tasks
7 include telemarketing solicitations, sales calls and consumer surveys. For example, a
8 telemarketing script, and customer list, along with response forms can be distributed to
9 one or many agents through the information center. As the agents make the
10 telemarketing calls in accordance with the customer list, the results of each call is filled
11 out by the agent on the form. Preferably, the form is a web-based form and the agent is
12 filling it out directly through the user interface 60, which immediately compiles the
13 results of the telemarketing calls in real time for access and analysis by the customer.

14 In the consumer survey example, one or more agents accepting the task can
15 conduct consumer surveys in the field live at various geographic locations and the
16 results of their survey can be entered through the user interface 60 directly to the task
17 results database for real time review by the customer. The agent or agents could easily
18 conduct the surveys on palm-type devices or portable computers that are connected to
19 the Internet through any means, such as direct dialing, wireless connections, etc.,
20 permitting the survey results to be compiled. As the consumer survey results are
21 compiled, the customer can review and analyze the data in any way and manner

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1 desired through the interface 60. The customer can also download the task product
2 results in real time for independent analysis on the customer server.

3 The system 10 and its method of operation are a substantial improvement over
4 current systems of finding and aligning a suitably qualified and skilled external
5 workforce to a particular task for a customer. The invention controls the supply and
6 demand of the workflow distribution to the selected agent. By having a revolving task
7 database that multiple qualified agents review, the competition for task retrieval and
8 completion provides the client with an external distribution mechanism and the agent
9 with an income that is derived from a flexible work environment. The invention not
10 only accomplishes the finding of the suitable and qualified workforce and the allocation
11 of the task to that qualified workforce, but it also retrieves the task product results
12 completed by the agent for a particular task. Prior art attempts to align external
13 workforces with a particular task for a customer were limited to merely putting people
14 together in function not much differently than an electronic version of a temporary help
15 agency. The invention goes way beyond this by permitting the real time collection and
16 completion of the product for the task.

17 While the invention has been specifically described in connection with certain
18 specific embodiments thereof, it is to be understood that this is by way of illustration
19 and not of limitation, and the scope of the appended claims should be construed as
20 broadly as the prior art will permit.

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1 The present disclosure should not be construed in any limited sense other than
2 that limited by the scope of the claims having regard to the teachings herein and the
3 prior art being apparent with the preferred form of the invention disclosed herein and
4 which reveals details of structure of a preferred form necessary for a better
5 understanding of the invention and may be subject to change by skilled persons within
6 the scope of the invention without departing from the concept thereof.

TELEGRAMS TO GO OVER